

## **Section 6 Chief Petty Officers**

CPONA research and analysis identified knowledge, skills, attitudes and abilities (KSAA's) required of E-7's thereby providing a solid foundation for the CPO Academy. This PODI foundation and the CPONA emphasis on bridging the gap from intermediate to senior enlisted grades will help ensure the best preparation for our senior-most enlisted leadership. Recommendations again fall under the area of Development.

### **6.a. Development**

6.a.1. Develop a Completely New CPO Academy: The CPO Academy's resident-based instruction has been redesigned in conjunction with a shift in the target population from E-8's to new E-7's making the transition from E-6. The new curriculum, based on the optimal KSAA's for CPO's, should serve as "pipeline training" for entry into the Chiefs Corps.

6.a.2. Conduct a Senior Enlisted Needs Assessment (SENA): The SENA project should be funded and implemented to complete the ECDP series at the top end of the enlisted spectrum. This study should also develop the requirements for the Command Master Chief and Career Information Specialist programs and ensure they are in compliance with Public Law 85-422 422 (which established the E-8 and E-9 paygrades) while meeting the needs of the Coast Guard.